
SENATE BILL 6541

State of Washington 60th Legislature 2008 Regular Session

By Senators Rasmussen, Roach, Franklin, Hobbs, Kastama, Swecker, Regala, McAuliffe, and Jacobsen

Read first time 01/17/08. Referred to Committee on Government Operations & Elections.

1 AN ACT Relating to allowing unpaid leaves of absence for military
2 personnel needs; and adding a new chapter to Title 49 RCW.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 NEW SECTION. **Sec. 1.** In order to support the families of
5 veterans, and to assure that these families are able to care for the
6 veterans in their family, the legislature hereby creates the veterans'
7 caregiver act.

8 NEW SECTION. **Sec. 2.** The definitions in this section apply
9 throughout this chapter unless the context clearly requires otherwise.

10 (1) "Employer" means: (a) Any person, firm, corporation,
11 partnership, business trust, legal representative, or other business
12 entity which engages in any business, industry, profession, or activity
13 in this state; (b) the state, state institutions, and state agencies;
14 and (c) any unit of local government including, but not limited to, a
15 county, city, town, municipal corporation, quasi municipal corporation,
16 or political subdivision.

17 (2) "Employee" means a person who performs service for hire for an

1 employer, for an average of twenty or more hours per week, and includes
2 all individuals employed at any site owned or operated by an employer,
3 but does not include an independent contractor.

4 (3) "Family" means a husband, wife, child, parent, or domestic
5 partner under RCW 26.60.020.

6 (4) "Veteran" means the same as in RCW 41.04.005.

7 NEW SECTION. **Sec. 3.** (1) The family member of a veteran shall be
8 allowed unpaid leave to care for a veteran in their family.

9 (2) The employee family member must provide his or her employer
10 with notice, as reasonable, of his or her intention to take unpaid
11 leave to care for a family veteran.

12 (3) The leave provided for in this section is in addition to any
13 vacation, sick, or other leave the employee may be entitled.

14 (4) An employer shall not retaliate against an employee for
15 requesting or taking the leave provided for in this section.

16 NEW SECTION. **Sec. 4.** The director of labor and industries shall
17 administer this chapter and adopt rules as necessary.

18 NEW SECTION. **Sec. 5.** Sections 1 through 4 of this act constitute
19 a new chapter in Title 49 RCW.

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